

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Graduate School of International Studies at Texas Southern University

FROM

EXTENSION

NO.

DO/EE0  
2C20 Hqs

DATE

22 April 1981

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Mr. Max Hugel  
DDA  
7024 Hqs

EO/DDA

24 APR 1981

24 APR 1981

2.

DDA/EE0

26 Apr 1981

3.

EO/DDA

29 APR 1981

29 APR 1981

4.

ADDA

4-29

5.

DDA

12 9 APR 1981

6.

7.

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11.

12.

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14.

15.

[Redacted] to [Redacted]

[Redacted] will be our action officer [Redacted]

29 APR 1981

DDA REGISTRY  
FILE: Personnel-15

81-0878

22 April 1981

MEMORANDUM FOR: Mr. R. E. Hineman  
Associate Deputy Director for NFAC

STAT FROM :   
Equal Employment Opportunity Officer, DO

SUBJECT : Graduate School of International Studies at Texas  
Southern University

1. You are aware from our November 1980 conversation that Dr. Leonard Spearman, President of Texas Southern University, anticipates the establishment of a Graduate School of International Studies. At that time, you expressed your personal commitment in support of the President's effort and offered to identify key officials at State, NSA, AID and USICA who might also be interested in supporting such a program. I am now in a position to take advantage of that offer and to discuss additional details of the program as outlined below.

2. Dr. Spearman has suggested that the graduate school encompass international law, foreign language and foreign area studies. The school will be established with initial funding from resources currently in the university's budget as well as by dedicating a portion of \$12M presently committed by the State of Texas, 43 percent of which will be expended toward strengthening excellence, including the establishment of the graduate school.

3. We believe the commitment of Dr. Spearman merits this Agency's support as well as that of other agencies which are involved in international programs and foreign policy and who stand to reap the benefits of such a new direction in Texas Southern's program. Our belief is based on the fact that a continuing deficiency in the qualifications of minority applicants for employment in the areas of analysis and operations, two of the mainstream occupations of this Agency, has been a lack of depth in foreign area studies (international politics and economics) and foreign language. We further believe such an effort can be a response to the current concerns being raised about the lack of global perceptions as well as the paucity of foreign language skills found nationally in graduates of our higher educational system. Therefore, Directorate EEO Officers have deliberately encouraged the establishment of a Graduate School of International Studies at a historically black university. (See Tab A for background)

SUBJECT: Graduate School of International Studies at Texas Southern University

4. Directorate EEO Officers met with John Stein, Don Wortman and Jim Taylor earlier this year and recently with Max Hugel. All were supportive of the graduate school's concept with the understanding that Dr. Spearman take the initiative in bringing the concept to fruition. Early in April, Dr. Spearman telephoned me to reiterate his commitment to the program and expressed his eagerness to get the ball rolling. He anticipates a September 1981 timeframe for program launching; he is looking forward to any assistance we can provide. The following, although not exhaustive, are a number of ways by which agencies such as ours might be supportive, some of which were suggested by the aforementioned managers:

- ° Becoming members of the university's cluster program which concerns itself with identifying resources, including manpower and equipment. (Real need to identify instructors in the difficult languages.) (Particularly DDS&T and FBIS)
- ° Providing loaned personnel for instruction
- ° Developing research contracts (NFAC)
- ° Providing curriculum guidance (OT&E, NFAC, ODP, State)
- ° Providing intern and coop positions (OPPPM, NFAC, DDS&T)
- ° Encouraging corporations and/or philanthropist to endow professors in special areas (DDO, NFAC)
- ° Enabling employees to enhance their knowledge and skill through special educational programs at the university (OPPPM, State, NSA, USICA)
- ° Providing professorships for retiring employees
- ° Providing scholarships for deserving students
- ° Encouraging and facilitating relationships between the university and foreign countries (NFAC, DDO, State)
- ° Hiring graduates

5. I believe that once identifying interested parties in other agencies, Dr. Spearman would wish to invite them to the university for explorative discussions. Another option would be to host such a meeting at CIA; your guidance is welcomed. We appreciate your continued interest in this project. My colleagues and I are available to meet at your convenience.

STAT

Attachment: h/w

As stated

SUBJECT: Graduate School of International Studies at Texas Southern  
University

cc: Mr. Max Hugel  
Deputy Director for Administration

Mr. James Taylor  
Associate Deputy Director for Science & Technology

STAT  
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[REDACTED]  
[REDACTED]  
Mr. John Stein  
Acting Deputy Director for Operations

Mr. Omega Ware  
Director, Equal Employment Opportunity

STAT

[REDACTED]  
Equal Employment Opportunity Officer, DDA

STAT

[REDACTED]  
Equal Employment Opportunity Officer, DDS&T

STAT

[REDACTED]  
Equal Employment Opportunity Officer, NFAC

STAT

[REDACTED]  
Equal Employment Opportunity Officer, DCI Area

TAB A

Background:

Texas Southern (a historically black college) is located in Houston, Texas, a city believed to be the third largest port and location for international trade and commerce in the USA. The university comprises a student population of over 6,700, 75 percent of which are Black (including 900 Nigerians) and 18 percent or 1,200 are Iranians.

This Agency's effort to establish a long term relationship with Texas Southern began in March 1971 through the efforts of Walt McCoy, then Dean of the School of Administration and Public Affairs and the four Directorate EEO Officers. The initial objective was to establish a relationship such that Texas Southern would be a continuing source of minority applicants. (The Operations Directorate is currently processing its second applicant from the university's law school for entry into the CT Program.)

During 18-21 November 1979, in support of this objective, a number of Agency managers--yourself, Jim Taylor, [redacted] Omego Ware, [redacted] and others visited TSU at Walt McCoy's invitation. Since that time TSU has gone through a transition acquiring a new president with more forceful commitment from faculty and staff as well as a greater commitment from the State of Texas.

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